

**2020 Full-Time Employee Rates**  
**Effective April 1, 2020**

		2020 Monthly Rates		2020 Annual Rates		2020 Monthly Rates Hired On or After: (20%)	2020 Annual Rates Hired On or After: (20%)
						<b>AFSCME Hired on or after 9/1/17</b>	
AFSCME	Single	\$ 153.64		\$ 1,843.68		\$ 204.86	\$ 2,458.32
	Family	\$ 384.11		\$ 4,609.32		\$ 512.15	\$ 6,145.80
	<b>Tobacco Surcharge: Hired On or After 1/1/18</b>					\$ 25.00	\$ 300.00
						<b>CWA hired on or after 12/1/17</b>	
CWA	Single	\$ 145.12		\$ 1,741.44		\$ 193.49	\$ 2,321.88
	Family	\$ 362.80		\$ 4,353.60		\$ 483.73	\$ 5,804.76
	<b>Tobacco Surcharge: Hired On or After 1/1/18</b>					\$ 25.00	\$ 300.00
						<b>MCP Hired on or after 10/1/17</b>	
MCP	Single	\$ 160.03		\$ 1,920.36		\$ 188.26	\$ 2,259.12
	Family	\$ 400.06		\$ 4,800.72		\$ 470.66	\$ 5,647.92
	<b>Tobacco Surcharge: Hired On or After 1/1/18</b>					\$ 25.00	\$ 300.00
FOP	Single					n/a	
	Family					n/a	
	<b>Tobacco Surcharge: Hired On or After 1/1/19</b>					\$ 25.00	\$ 300.00
						<b>MCP Police Hired on or after 10/1/2017</b>	
MCP Police	Single	\$ 160.03		\$ 1,920.36		\$ 188.26	\$ 2,259.12
	Family	\$ 400.06		\$ 4,800.72		\$ 470.66	\$ 5,647.92
	<b>Tobacco Surcharge: Hired On or After 1/1/18</b>					\$ 25.00	\$ 300.00
IAFF	Single					n/a	
	Family					n/a	
	<b>Tobacco Surcharge: Hired On or After 1/1/19</b>					\$ 25.00	\$ 300.00
						<b>MCP Fire Hired on or after 10/1/2017</b>	
MCP Fire	Single	\$ 160.03		\$ 1,920.36		\$ 188.26	\$ 2,259.12
	Family	\$ 400.06		\$ 4,800.72		\$ 470.66	\$ 5,647.92
	<b>Tobacco Surcharge: Hired On or After 1/1/18</b>					\$ 25.00	\$ 300.00
						<b>OLC Hired on or after 9/1/17</b>	
OLC	Single	\$ 183.97		\$ 2,207.64		\$ 245.29	\$ 2,943.48
	Family	\$ 367.94		\$ 4,415.28		\$ 490.58	\$ 5,886.96
	<b>Tobacco Surcharge: Hired On or After 1/1/18</b>					\$ 25.00	\$ 300.00